

March 21, 2016

Laura Littlecott
H.R. Specialist
Brookings County Human Resources
Brookings City & County Government Center
520 3rd Street, Suite 210
Brookings, SD 57006

Re: Contract Negotiations with Brookings County

Dear Laura:

The purpose of this letter is to respond to your request for a retention letter regarding the upcoming negotiations with the Teamsters. As I mentioned during our phone conversation, it is difficult, if not impossible, to predict the course negotiations will take given the year-to-year dynamics of the relationship between bargaining unit members and the County, the different compositions of the union's bargaining committee, and the shifting goals of the union. Accordingly, it is not feasible to quote you a flat rate.

I would have primary responsibility on behalf of McGrath North for your representation. In addition, to the extent necessary and appropriate, other attorneys and legal assistants may work on this matter as well. McGrath North fees are based on the amount of time worked on the client's behalf. Each lawyer and legal assistant has an hourly billing rate based generally upon experience and knowledge. My billing rate is \$290.00 per hour. We may adjust our rates during the course of this engagement and will notify you in advance of any such adjustment. It should be noted that I do not charge my full hourly rate for travel to and from South Dakota unless actually working during that time. More specifically, I will reduce my hourly rate by 50% for travel.

We have appreciated the past working relationship with our many clients in Brookings, including Brookings County. We also appreciate the opportunity to be of service to you in this matter. If you are in agreement with the terms as provided in this letter, please sign below and return this letter to me. You can simply scan and return the signature page via email.

March 21, 2016
Page 2

Should you have any questions regarding the contents of this letter or our potential representation, please do not hesitate to contact me. We look forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to read "A. Stevenson Bogue", written in a cursive style.

A. Stevenson Bogue

ASB:jt

Agreed to and Accepted:

By: _____

Title: _____

Date: _____